



CAREER COMPASS

Steer Your Career. Accelerate Our Mission.

Why Integrity Can Be Challenging

Participant Workbook

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Introduction

Objective

You will be able to understand why integrity can be challenging and ways to simplify the challenge.

Agenda

- Why is Integrity Challenging?
- The Challenge – Integrity is Not a Given
- The Solution to Simplifying the Integrity Challenge
- How to Maintain or Increase Integrity
- 3 Areas to Focus



Why is Integrity Challenging?

- Requires extra time and effort
- Takes commitment
- Connects outside actions to inside desires



Survey Results on Integrity

- Integrity is the most important quality of both front-line workers and top-level executives
- Integrity drives an organization from top to bottom and this can swing between positive and negative outcomes

-Robert Half International

Doing the Right Thing

“Real integrity is doing the right thing knowing that nobody is going to know whether or not you did it.”

-Oprah Winfrey

Examples:

- Taking a misplaced iPhone to lost and found
- Returning a bag full of money lying outside the bank
- Trying to find the owner of a valuable piece of equipment

The Challenge – Integrity is Not a Given

- Talk is cheap
- Takes courage to speak up
- Pressure can bring out our worst
- News travels fast
- We are in a hurry
- We rationalize our behavior



Talk is Cheap

- It is easy to say the right thing
- Doing the right thing may require sacrifice



Takes Courage to Speak Up

- Knowing when to make a stand is difficult
- Can we tactfully disagree?



Pressure Can Bring Out Our Worst

- Tempers may rise when time runs out
- Communication may take a back seat to progress



Workbook Exercise

How have you reacted under pressure?

- ***Have you lost your cool?***
- ***Does anything else come to mind?***
- ***Are there situations where this is common?***
- ***Is raising your voice ever justified?***

News Travels Fast

- News is displayed around the clock
- Modern day is out in the open
- Reward base (seen v. unseen)



We are in a Hurry

- Short cuts are everywhere
- Take the express lane
- Skip to the end



We Rationalize our Behavior

- Easy way out
- Whatever works
- Hide or minimize
- Blurry lines between right and wrong



The Solution to Simplifying the Integrity Challenge

- Commitment
- Congruence
- Concern



Commitment

- Combination of promise and involvement
- Follow through is the measurement
- Actions speak louder than words
- Stay true to values when things get difficult



Congruence

- Inside (feel) is the same as the outside (do)
- Ideas match reality



Workbook Exercise

How did the young lawyer show integrity?

- ***What did he do right?***
- ***Is the boss justified in his reaction?***
- ***What would you do?***

Concern

- Showing interest or regard
- Enthusiasm about a project or movement
- Considering other interests first
- Doing what is right



How to Maintain or Increase Integrity

- Treat everyone the same
- Reward honesty
- Admit your mistakes
- Encourage teams to speak freely
- Keep your commitments
- Conduct self-assessments



Three Areas to Focus

- Be honest with yourself – 3D vision
 - Deny
 - Distort
 - Delude
- Evaluate and make the best choice
- Value relationships



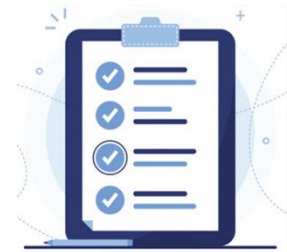
Workbook Exercise

Which element of 3D vision affects you the most and why?

- *Deny*
- *Distort*
- *Delude*

Summary

- Why is Integrity Challenging?
- The Challenge – Integrity is Not a Given
- The Solution to Simplifying the Integrity Challenge
- How to Maintain or Increase Integrity
- 3 Areas to Focus



Final Reflection

What actions can you take now to simplify the challenge of integrity?

Use the space provided to capture your response.

Key Takeaways

What are some of the key takeaways from today's course?

Course Credit

You will receive credit for participating in this course. Email the address below. Make sure to include all the following information:

Component	Include in Email
Address	W_NAVFAC_PRTN_NITC_NFI_ADMINS_US@navy.mil
Email Subject Line	Self-Certification – Why Integrity Can Be Challenging
Course Name	Why Integrity Can Be Challenging
Course Completion Code	a9C3^q



Contact Information

BD17 Contact Information: Write to us! We are always seeking to improve our learning and development products and encourage your feedback. Please email us with your suggestions and we will incorporate them into future work. Additionally, we are available to answer any questions about the content you may have and provide additional resources to support your learning endeavors.

- NAVFACHQTotalForceDevelopment@us.navy.mil

Development Resources

Career Compass Resource Center: An online source of information that provides NAVFAC civilian employees access to professional growth and development opportunities.

- <https://www.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/>

To access more content specific to the **Integrity** competency:

- <https://www.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Competency-Development-Content/Integrity/>

Career Compass Catalog: an online tool which provides you with information to help you take ownership of your professional development. It identifies options to assist in planning and creating a successful career path within NAVFAC.

- <https://www.navfac.navy.mil/Careers/Career-Compass-Workforce-Development/Career-Compass-Resource-Center/Career-Compass-Catalog/>